

**WAGE DETERMINATION NO: 94-2545 REV (14) AREA: VA,RICHMOND**WAGE DETERMINATION NO: **94-2545** REV (14) AREA: VA,RICHMOND

REGISTER OF WAGE DETERMINATIONS UNDER

U.S. DEPARTMENT OF LABOR

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WASHINGTON D.C. 20210

William W.Gross  
DirectorDivision of  
Wage DeterminationsWage Determination No.: 1994-2545  
Revision No.: 14  
Date Of Last Revision: 07/07/2000State: **Virginia**

Area: **Virginia** Counties of Albemarle, Amelia, Brunswick, Buckingham, Caroline, Charles City, Charlotte, Charlottesville, Chesterfield, Colonial Hghts, Cumberland, Dinwiddie, Essex, Fluvanna, Fredericksburg, Goochland, Greenville, Hanover, Henrico, Hopewell, King William, King and Queen, Lancaster, Louisa, Lunenburg, Mecklenburg, Middlesex, New Kent, Northumberland, Nottoway, Orange, Petersburg, Powhatan, Prince Edward, Prince George, **Richmond**, Spotsylvania, Sussex, Westmoreland

\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	8.54
Accounting Clerk II	9.49
Accounting Clerk III	11.53
Accounting Clerk IV	14.77
Court Reporter	12.70
Dispatcher, Motor Vehicle	11.55
Document Preparation Clerk	11.05
Duplicating Machine Operator	11.05
Film/Tape Librarian	10.27
General Clerk I	7.48
General Clerk II	8.81
General Clerk III	11.05
General Clerk IV	14.60
Housing Referral Assistant	14.44
Key Entry Operator I	10.71
Key Entry Operator II	12.52
Messenger (Courier)	7.48
Order Clerk I	9.53
Order Clerk II	10.42
Personnel Assistant (Employment) I	8.65
Personnel Assistant (Employment) II	10.16
Personnel Assistant (Employment) III	12.48
Personnel Assistant (Employment) IV	14.44
Production Control Clerk	14.44
Rental Clerk	10.27
Scheduler, Maintenance	10.27
Secretary I	10.27
Secretary II	12.70
Secretary III	14.44
Secretary IV	17.01
Secretary V	20.48
Service Order Dispatcher	10.27

Stenographer I	9.15
Stenographer II	10.27
Supply Technician	17.01
Survey Worker (Interviewer)	12.70
Switchboard Operator-Receptionist	8.68
Test Examiner	12.70
Test Proctor	12.70
Travel Clerk I	9.01
Travel Clerk II	9.56
Travel Clerk III	10.18
Word Processor I	10.41
Word Processor II	12.54
Word Processor III	14.02
Automatic Data Processing Occupations	
Computer Data Librarian	11.18
Computer Operator I	11.18
Computer Operator II	12.75
Computer Operator III	14.95
Computer Operator IV	16.63
Computer Operator V	18.40
Computer Programmer I (1)	13.71
Computer Programmer II (1)	15.84
Computer Programmer III (1)	19.11
Computer Programmer IV (1)	23.02
Computer Systems Analyst I (1)	22.56
Computer Systems Analyst II (1)	23.73
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	10.00
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	17.26
Automotive Glass Installer	15.69
Automotive Worker	15.69
Electrician, Automotive	16.49
Mobile Equipment Servicer	14.12
Motor Equipment Metal Mechanic	17.26
Motor Equipment Metal Worker	15.69
Motor Vehicle Mechanic	17.99
Motor Vehicle Mechanic Helper	13.32
Motor Vehicle Upholstery Worker	14.90
Motor Vehicle Wrecker	15.69
Painter, Automotive	16.49
Radiator Repair Specialist	15.69
Tire Repairer	13.64
Transmission Repair Specialist	17.26
Food Preparation and Service Occupations	
Baker	9.33
Cook I	8.35
Cook II	9.33
Dishwasher	6.40
Food Service Worker	6.40
Meat Cutter	9.33
Waiter/Waitress	6.89
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	18.89
Furniture Handler	13.26
Furniture Refinisher	18.89
Furniture Refinisher Helper	15.44
Furniture Repairer, Minor	17.02
Upholsterer	18.89
General Services and Support Occupations	
Cleaner, Vehicles	6.40
Elevator Operator	6.40
Gardener	8.35
House Keeping Aid I	5.90

House Keeping Aid II	6.40
Janitor	6.40
Laborer, Grounds Maintenance	6.89
Maid or Houseman	5.90
Pest Controller	8.84
Refuse Collector	6.40
Tractor Operator	7.86
Window Cleaner	6.89
Health Occupations	
Dental Assistant	11.02
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.02
Licensed Practical Nurse I	9.88
Licensed Practical Nurse II	11.08
Licensed Practical Nurse III	12.40
Medical Assistant	9.85
Medical Laboratory Technician	9.85
Medical Record Clerk	9.85
Medical Record Technician	13.65
Nursing Assistant I	7.15
Nursing Assistant II	8.04
Nursing Assistant III	8.77
Nursing Assistant IV	9.85
Pharmacy Technician	12.28
Phlebotomist	9.85
Registered Nurse I	13.90
Registered Nurse II	16.69
Registered Nurse II, Specialist	16.69
Registered Nurse III	20.20
Registered Nurse III, Anesthetist	20.20
Registered Nurse IV	24.21
Information and Arts Occupations	
Audiovisual Librarian	17.01
Exhibits Specialist I	14.66
Exhibits Specialist II	18.16
Exhibits Specialist III	22.20
Illustrator I	14.66
Illustrator II	18.16
Illustrator III	22.20
Librarian	20.48
Library Technician	12.70
Photographer I	12.53
Photographer II	14.66
Photographer III	18.16
Photographer IV	22.20
Photographer V	26.87
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	6.44
Counter Attendant	6.44
Dry Cleaner	8.36
Finisher, Flatwork, Machine	6.44
Presser, Hand	6.44
Presser, Machine, Drycleaning	6.44
Presser, Machine, Shirts	6.44
Presser, Machine, Wearing Apparel, Laundry	6.44
Sewing Machine Operator	9.09
Tailor	9.81
Washer, Machine	6.96
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	18.89
Tool and Die Maker	22.63
Material Handling and Packing Occupations	
Forklift Operator	12.79
Fuel Distribution System Operator	16.08
Material Coordinator	14.90

Material Expediter	14.90
Material Handling Laborer	11.56
Order Filler	11.26
Production Line Worker (Food Processing)	14.35
Shipping Packer	11.33
Shipping/Receiving Clerk	11.33
Stock Clerk (Shelf Stocker; Store Worker II)	12.30
Store Worker I	9.70
Tools and Parts Attendant	13.32
Warehouse Specialist	14.35
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	19.82
Aircraft Mechanic Helper	15.44
Aircraft Quality Control Inspector	20.72
Aircraft Servicer	17.02
Aircraft Worker	17.94
Appliance Mechanic	18.89
Bicycle Repairer	15.54
Cable Splicer	19.82
Carpenter, Maintenance	18.89
Carpet Layer	17.94
Electrician, Maintenance	20.75
Electronics Technician, Maintenance I	16.01
Electronics Technician, Maintenance II	19.14
Electronics Technician, Maintenance III	20.18
Fabric Worker	17.02
Fire Alarm System Mechanic	19.82
Fire Extinguisher Repairer	16.08
Fuel Distribution System Mechanic	19.82
General Maintenance Worker	17.94
Heating, Refrigeration and Air Conditioning Mechanic	19.82
Heavy Equipment Mechanic	19.82
Heavy Equipment Operator	18.35
Instrument Mechanic	19.82
Laborer	6.40
Locksmith	18.89
Machinery Maintenance Mechanic	21.34
Machinist, Maintenance	19.82
Maintenance Trades Helper	15.44
Millwright	19.82
Office Appliance Repairer	18.89
Painter, Aircraft	18.89
Painter, Maintenance	18.89
Pipefitter, Maintenance	20.89
Plumber, Maintenance	18.89
Pneudraulic Systems Mechanic	19.82
Rigger	19.82
Scale Mechanic	17.94
Sheet-Metal Worker, Maintenance	19.82
Small Engine Mechanic	17.94
Telecommunication Mechanic I	19.82
Telecommunication Mechanic II	20.72
Telephone Lineman	19.82
Welder, Combination, Maintenance	19.82
Well Driller	19.82
Woodcraft Worker	19.82
Woodworker	16.08
Miscellaneous Occupations	
Animal Caretaker	7.38
Carnival Equipment Operator	7.86
Carnival Equipment Repairer	8.35
Carnival Worker	6.40
Cashier	7.96
Desk Clerk	9.74

Embalmer	16.69
Lifeguard	8.68
Mortician	16.69
Park Attendant (Aide)	10.90
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.68
Recreation Specialist	13.50
Recycling Worker	7.86
Sales Clerk	8.68
School Crossing Guard (Crosswalk Attendant)	6.40
Sport Official	8.68
Survey Party Chief (Chief of Party)	15.39
Surveying Aide	10.07
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.80
Swimming Pool Operator	9.33
Vending Machine Attendant	7.86
Vending Machine Repairer	9.33
Vending Machine Repairer Helper	7.86
Personal Needs Occupations	
Child Care Attendant	9.74
Child Care Center Clerk	12.15
Chore Aid	5.90
Homemaker	13.50
Plant and System Operation Occupations	
Boiler Tender	19.82
Sewage Plant Operator	18.89
Stationary Engineer	19.82
Ventilation Equipment Tender	15.44
Water Treatment Plant Operator	18.89
Protective Service Occupations	
Alarm Monitor	8.93
Corrections Officer	11.49
Court Security Officer	13.87
Detention Officer	13.87
Firefighter	14.44
Guard I	7.99
Guard II	8.93
Police Officer	16.64
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	17.07
Hatch Tender	17.07
Line Handler	17.07
Stevedore I	16.06
Stevedore II	17.94
Technical Occupations	
Air Traffic Control Specialist, Center (2)	26.27
Air Traffic Control Specialist, Station (2)	18.11
Air Traffic Control Specialist, Terminal (2)	19.95
Archeological Technician I	13.08
Archeological Technician II	14.72
Archeological Technician III	18.16
Cartographic Technician	18.16
Civil Engineering Technician	18.16
Computer Based Training (CBT) Specialist/ Instructor	22.56
Drafter I	10.99
Drafter II	12.53
Drafter III	14.66
Drafter IV	18.16
Engineering Technician I	13.04
Engineering Technician II	14.65
Engineering Technician III	16.38
Engineering Technician IV	20.68
Engineering Technician V	25.29
Engineering Technician VI	30.60
Environmental Technician	14.87

Flight Simulator/Instructor (Pilot)	23.73
Graphic Artist	22.56
Instructor	19.75
Laboratory Technician	14.95
Mathematical Technician	20.68
Paralegal/Legal Assistant I	13.12
Paralegal/Legal Assistant II	17.01
Paralegal/Legal Assistant III	20.81
Paralegal/Legal Assistant IV	25.18
Photooptics Technician	20.68
Technical Writer	22.56
Unexploded (UXO) Safety Escort	16.69
Unexploded (UXO) Sweep Personnel	16.69
Unexploded Ordnance (UXO) Technician I	16.69
Unexploded Ordnance (UXO) Technician II	20.20
Unexploded Ordnance (UXO) Technician III	24.21
Weather Observer, Combined Upper Air and Surface Programs (3)	14.95
Weather Observer, Senior (3)	16.60
Weather Observer, Upper Air (3)	14.95
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	13.79
Parking and Lot Attendant	6.34
Shuttle Bus Driver	8.28
Taxi Driver	7.79
Truckdriver, Heavy Truck	14.50
Truckdriver, Light Truck	8.28
Truckdriver, Medium Truck	13.79
Truckdriver, Tractor-Trailer	14.50

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$1.92 an hour or \$76.80 a week or \$332.80 a month.

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; 3 weeks after 5 years; and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractor in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: All employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

**Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form 1444 (SF 1444))

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to

process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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